

**AMENDMENT NUMBER TWO TO
JUNIATA COLLEGE RETIREMENT PLAN**

**SUMMARY OF
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Juniata College Retirement Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of January 1, 2021. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Plan Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Nonelective Contribution for Mandatory Employee Contribution

For each Plan Year that you make a mandatory employee contribution, the Employer will make a nonelective contribution equal to 10% of your compensation.

2. Vesting - Nonelective Contributions

Your "vested percentage" in your account attributable to nonelective contributions is determined under the following schedule.

Vesting Schedule Nonelective Contributions	
<u>Years of Service</u>	<u>Percentage</u>
Less than 3	0%
3	100%

3. Special Vesting Provisions

Employees hired prior to January 1, 2021 are 100% vested.